

Exhibit 47

 MENU George McManus

View Printable Associate Review

Manager Evaluation: GEICO 2020 Annual PA: George McManus (Retired)

Evaluated By **Dara Campbell (Retired)**

Review Period
01/01/2020 - 12/31/2020

Review steps in the Performance Appraisal (PA) Process

Associate Self Evaluation Steps:

1. Comment on each assigned goal. If your goals do not show below, **Add** each goal from your current goal package and then provide a summary of your performance for each goal.
2. Upload any supporting documents to your Self Evaluation in the **Supporting Documents** section.
3. Click **Submit**. Your Self Evaluation routes to your manager (direct supervisor) to review and complete the Manager Evaluation.

Next Steps: Your manager (direct supervisor) will schedule a 1:1 to review the PA results.

Manager Evaluation Steps:

1. Provide a manager **Comment** and **Rating** for each goal.
2. Review the calculated **Rating** in the **Overall** section. To change the rating, check the box **I want to change the Rating**.
3. Click **Save for Later**.

4. Meet with your direct manager to review the associate's Overall Rating. There is no Inbox item associated with this step.

5. Return to this Inbox item and click **Submit** to forward the PA to the manager's manager (your direct manager) to approve and complete the PA.

Manager's Manager Review Steps:

1. Review the PA.
2. When finished, click **Approve** to finalize the **Overall Rating**.
3. Or, click **Send Back** to return the PA to the manager to update or correct. Once the manager finalizes any updates, the PA will be rerouted back to you to **Approve**.

Final Steps:

1. The manager receives an Inbox item advising to **Schedule a 1:1** to review the completed PA with the associate. The manager must click **Submit** on this Inbox item after the 1:1 meeting.
2. The associate completes a Workday Inbox item to acknowledge the final PA and add comments. The associate should click **Submit**.
3. The manager completes a Workday Inbox item to review the associate's comments and add any final comments. Click **Submit**.

Need Help?

- If you prefer step-by-step instructions to help you complete each PA section, click *Guide Me* to see each section with specific instructions.
- Enable the *Show Me* feature by clicking *Show Me* in the Help Available box in the top right corner. Then click the *Help Icon* (?) next to a specific field to see what you should enter in that field.
- Review the [Performance Appraisal](#) job aid or see your manager for help.

Acknowledgement

Manager Acknowledgement	Associate Acknowledgement
Status *	Status
Manager Acknowledged.	Associate Acknowledged.
Comment	Comment
Administered 01/20	
Entered by	Entered by
Dara Campbell (Retired)	George McManus (Retired)
Date	Date
01/20/2021 12:45 PM	01/20/2021 12:44 PM

Goals

Goal *
Average Case Life (Non EUO Cases)
Date of Assignment to Date of Approved Closure
Description

WEIGHT

Rating	Goal
1	Above 19.0
2	16.0- 19.0
3	12.0- 15.0
4	7.0- 11.9
5	Below 7

Weighting

20

Manager Evaluation

Associate Evaluation

Rating *

Comment

5

Comment *

George ended the year with a case life of 4.13 days. This is a 5 overall.

Goal *

File Quality

Must meet case report quality guidelines. Measured as percent of files satisfactory. Includes regional and CHO audit results

Description

WEIGHT 40%
Rating Goal
less than 90.3%
2 90.3% - 93.1%
3 93.2% - 97.7%
4 97.8% - 99.9%
5 Above 100%

Weighting

40

Manager Evaluation

Associate Evaluation

Rating *

5

Comment
5

Comment *
George had 146 files audited this year with 100% compliance and no downgrades. This gives him a 5 overall

Goal *
Productivity
Average monthly adjusted productivity ratio

Description

WEIGHT	40%
Rating	Goal
1	Below 10.5
2	10.5– 11.9
3	12-14
4	14.1-15.5
5	Above 15.5

Weighting

40

Manager Evaluation

Associate Evaluation

Rating *

Comment

5

Comment *

George ended the year with an adjusted productivity of 16.2 cases. This is a 5 overall.

Summary

Overall Rating Weight

100

Manager Evaluation

Rating

5

Supporting Documents

Manager

Summary

Manager Evaluation

Comment

Associate Evaluation

Comment

I have investigated 226 cases for 2020 and conducted euos for 121 cases. I also closed 233 cases for 2020. My overall yearly report card is a 5.

I have used my investigative knowledge, experience, training and organizational skills to successfully complete all of my responsibilities as a GEICO investigator.

I also in the past have received the Patrick J. Boyle Award as well as the Vincent Mazziotti Award for overall achievement and excellence.

Overall

Manager Evaluation

Rating *

5

Section Rating Level Overridden

No

Default Rating

5

Comment *

George is a member of our Staged Accident team and a Lead Investigator. He was selected to work on this team because of his vast knowledge of SIU investigations of all types. He is a go to guy whenever I need something done or need him to handle a complex case. It is no surprise that George was evaluated as a 5 this past year. He exceeded all of his goals. The Pandemic changed much of our work flow and George was tasked with changing the way he handles cases. He jumped right in and embraced the telephonic EUO process to close his cases. It is no surprise he had perfect audits as he is extremely detailed and organized. He makes sure he covers all of his bases as it pertains to our quality guidelines. He handled 233 cases this year and exceeded his productivity goal. He is an asset to the SIU team and a mentor to many of the new guys in SIU. I look forward to seeing George continue to succeed in 2021 and thankful to have had him on my team this past year.

